

EXHIBIT “A”

EEOC Received: 10-05-2023

<p style="text-align: center;">CHARGE OF DISCRIMINATION</p> <p style="font-size: small;">This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p>Charge Presented To: Agency(ies) Charge No(s):</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="width: 50%; text-align: right;"> <p style="font-size: large; font-weight: bold;">440-2024-00200</p> </div> </div>
<p>Illinois Department of Human Rights and EEOC</p> <p style="font-size: small;">State or local Agency, if any</p>	

Name (indicate Mr., Ms., Mrs., Mx.) Mr. Tyler Norasingh	Home Phone (Incl. Area Code) <div style="background-color: black; height: 20px; width: 100%;"></div>	Date of Birth <div style="background-color: black; height: 20px; width: 100%;"></div>
Street Address <div style="background-color: black; height: 20px; width: 100%;"></div>	City, State and ZIP Code <div style="background-color: black; height: 20px; width: 100%;"></div>	Email Address <div style="background-color: black; height: 20px; width: 100%;"></div>
Street Address c/o Mohammed Badwan, Sulaiman Law Group, 2500 S. Highland Ave., #200, Lombard, IL 60148		
City, State and ZIP Code #200, Lombard, IL 60148		
Email Address mbadwan@sulaimanlaw.com		
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)		
Name Rosecrance, Inc.	No. Employees, Members 15+	Phone No. (Include Area Code) (888) 928-0212
Street Address 605 Mulberry Street	City, State and ZIP Code Rockford, IL, 61103-6746	Email Address Imioni@rosecrance.org
Name 	No. Employees, Members 15+	Phone No. (Include Area Code)
Street Address 	City, State and ZIP Code 	Email Address
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"><input type="checkbox"/> RACE</div> <div style="width: 45%;"><input type="checkbox"/> COLOR</div> <div style="width: 45%;"><input type="checkbox"/> SEX</div> <div style="width: 45%;"><input type="checkbox"/> RELIGION</div> <div style="width: 45%;"><input type="checkbox"/> NATIONAL ORIGIN</div> <div style="width: 45%;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="width: 45%;"><input type="checkbox"/> AGE</div> <div style="width: 45%;"><input checked="" type="checkbox"/> DISABILITY</div> <div style="width: 45%;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="width: 45%;"><input type="checkbox"/> OTHER (Specify below.)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE <div style="display: flex; justify-content: space-around; font-size: small;"> Earliest Latest </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="text-align: center;"> 4/2023 </div> <div style="text-align: center;"> 4/2023 </div> </div> <div style="text-align: center; margin-top: 10px;"> <input type="checkbox"/> CONTINUING ACTION </div>
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). I, Tyler Norasingh, was hired at Rosecrance, Inc. as a recovery specialist on or about March 16, 2023, until I was unlawfully terminated on or about April 11, 2023, on the basis of my disability. I have a physical/mental impairment that substantially limits major life activities. Regardless of my disability, I was qualified to perform the essential functions of my job, with or without reasonable accommodation.		
The following is a non-exhaustive list of the disability discrimination, disability harassment, and retaliation I was subjected to: On or about April 9, 2023, I was granted permission to seek treatment at a facility to address a severe flare-up of my disability. My employer initially approved this request, leading me to believe they had my best interests at heart. However, what unfolded proved otherwise. On or about April 11, 2023, my employer delivered the unexpected news of my termination, citing "long-term success concerns" as the reason. It became evident that this decision was a form of retaliation and discrimination tied directly to my disability, as evidenced by the company's refusal to engage in the interactive process the moment my disability flared up. My employment was terminated during a period when my disability was causing significant challenges. My employer effectively denied my request for reasonable accommodation and therefore did not engage in the interactive process to determine the appropriate accommodation as required by the ADA. Thus, I have been discriminated against because of my disability and retaliated against in violation of the Americans with Disabilities Act, as amended and (775ILCS 5/) Illinois Human Rights Act.		

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT <div style="height: 40px; border-bottom: 1px solid black; margin-top: 10px;"></div>
<div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div style="width: 45%;"> <p style="font-size: large; font-weight: bold;">10 / 04 / 2023</p> <p style="font-size: small;">Date</p> </div> <div style="width: 45%; text-align: center;"> <p style="font-size: small;">Charging Party Signature</p> </div> </div>	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)